

## STATEMENT OF PURPOSE

### RS20241

This part of Idaho's Students Come First legislation relates to labor relations and employee entitlements. This legislation returns decision-making powers to locally elected school boards and creates a more professional and accountable work force. It does so by making a number of changes:

- Phasing out tenure for all current and future teachers who have not yet earned it, to be replaced by one- or two-year contracts.
- Including feedback from parents and objective measures of growth in student achievement as a factor in the performance evaluations of professional staff.
- Eliminating seniority as a factor in reduction in force decisions.
- Enhancing accountability by giving principals more control over the new professional staff assigned to their building.
- Providing liability insurance options for teachers.
- Eliminating the 99% average daily attendance protection feature of the state funding formula and replacing it with a 10% severance fee to be paid to any professional staff whose positions must be eliminated due to lost enrollment.
- Eliminating the Early Retirement Incentive Program.
- Limiting the length of negotiated labor agreements to one year.
- Eliminating "evergreen" clauses from negotiated labor agreements.
- Requiring that unions provide documentation that they represent over 50% of employees in order for collective bargaining to take place.
- Requiring that all labor negotiations be conducted in public meetings.

### FISCAL NOTE

This legislation will save the state \$9.4 million annually, beginning in FY 2012.

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